General Service Administration
Federal Supply Service
Authorized Federal Supply Schedule Price List

Environmental Services (ES)

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA** *Advantage*!™, a menu-driven database system. The INTERNET address for **GSA** *Advantage*!™ is:
http://www.GSAAdvantage.gov.

Schedule Title: Environmental Services (ES)
Contract Number: GS-10F-0146L
Contract Period: January 29, 2001 – January 28, 2016

For more information on ordering from Federal Supply Schedules click on the FSS Schedules at fss.gsa.gov.

Contractor Name: **Abt Associates Inc.**

Address: 55 Wheeler Street
Cambridge, Massachusetts 02138
Phone Number: 617-349-2856
Fax Number: 617-386-8567
Website: www.abtassociates.com

Updated 3/10/2015

Customer Information

GSA Schedule Contract Number: GS-10F-0146L
Federal Supply Schedule

Authorized Federal Supply Schedule Pricelist
On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!, a menu-driven database system. The INTERNET address for GSA Advantage! is http://www.gsa.gov.

Industrial Group: 899
Industrial Class: 8999
Business Size: Large

1a. Special Item Numbers: 899-1 Environmental Consulting Services
899-1 RC
899-7 Geographic Information Systems (GIS) Services
899-7 RC

1b. Pricing for Services – See the labor rate tables inside this brochure. This contract includes labor prices only. Other Direct Costs (ODCs) necessary to complete services will be included in proposals and may be ordered in accordance with the procedures laid out in FAR 8.4.02(f).

2. Maximum Order: $1,000,000
3. Minimum Order: $100
4. Geographic Coverage: Domestic and Overseas
5. Point(s) of Production: N/A
6. Discount from List Prices or Statement of Net Price: Prices shown herein are net prices; additional discounts may be applied to individual orders
7. Quantity Discounts: N/A
8. Prompt Payment Terms: Net 30 days
9. Government Commercial Credit Card: No
10. Foreign Items: None
11. Time of Delivery: Negotiated on individual orders
12. F.O.B. Point(s): Destination
13a. Ordering Address:

Abt Associates Inc.
55 Wheeler Street
Cambridge, Massachusetts 02138
Attention: Christina Anderson
(617) 349-2856 Direct; (617) 520-2967 Facsimile
Email: BDU@abtassoc.com

13b. Ordering procedures: For supplies and services, the ordering procedures, and information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation(FAR) 8.405-3
14. Payment Address: Abt Associates Inc., P.O. Box 84-5586, Boston, MA 02284
15. Warranty Provisions: N/A
16. Export Packing Charges: N/A
17. Terms and Conditions of Government Commercial Credit Card: N/A
18-24 N/A
25. DUNS number: 04-339-7520
26 Notification regarding registration in Central Contractor Registration (CCR) database: Currently Active

The Abt Associates Advantage

Abt Associates is defined by its mission: to improve the quality of life and economic well-being of people worldwide. We are a mission-driven, global leader in research and program implementation in the fields of health, social and environmental policy, and international development. We apply our energy and creativity to helping our customers – governments, businesses, and private organizations – make better decisions and deliver better products and services by providing them with the highest quality research, technical assistance, and consulting services available in the marketplace.

Known for our rigorous approach to solving complex challenges, Abt Associates is regularly ranked as one of the top 20 global research firms and has been recognized as one of the top 40 international development innovators. Since our founding in 1965, we have remained close to Clark Abt's original vision of a company that could make an important difference in the lives of people and nations. We strive to exceed our clients' expectations for the integrity of our methods and findings, the objectivity of our thinking, and the practical utility of our results.

In January 2015, Abt Associates will celebrate its 50th Anniversary! Our global staff of 2,700 works in more than 40 countries and includes national and international experts who are recognized for their knowledge, innovative research techniques, and insightful analyses and recommendations. As an employee owned company, we aspire to provide our staff with a quality of work life characterized by mutual respect and a continuous learning environment that fosters creativity and high performance.

Our headquarters are in Cambridge, MA. Abt Associates also has offices in Atlanta, GA, Bethesda, MD, Durham, NC and international offices in Africa, Asia, Europe, Latin America and the Caribbean and the Middle East. The company's gross revenue for the fiscal year ending March 31, 2014 was $565 million.

Special Item Number (SIN) 899-1 (and 899-1 RC): Environmental Consulting Services

- **Economic Incentive Programs**
- **Global Climate Change**
- **Environmental Labeling**
- **Program Evaluation**
- **Environmental Outreach**
- **Institutional Strengthening**
- **Benefit Cost Analysis**
- **Non-market Valuation Methods**
- **Regulatory Impact Analysis**
- **Regulatory Flexibility Analysis**
- **Financial and Affordability Analyses**
- **Environmental Justice Analysis**
- **Monetizing Risk Reduction Benefits**
- **Cumulative Exposure Analysis**
- **Environmental Effects on Children's Health**
- **Media and Pollutant-Specific Analyses**
- **Comparative Risk Assessment**
- **Fate and Transport Modeling**
- **Air Quality Impact Modeling**
- **Water Quality Impact Modeling**
- **Toxic Chemical Impact Modeling**
- **Environmental Information Policy**
- **Environmental Right-to-know Information**
- **Internet and Software Applications**
- **Environmental Survey Research**
- **Soil Conservation and Project Implementation**
- **Water Resource Management and Watershed Planning**
- **Assessing and Valuing Natural Resource Damages**
- **Environmental Impact Assessment**

The skills required for environmental planning projects are as diverse as the projects themselves. Thorough execution of such projects may include some, or all, of the following: identify, collect, develop, and interpret data; prepare human health risk and environmental impact evaluations; prepare regulatory and economic analyses; design and execute surveys; analyze comments; and prepare material for public meetings. We discuss Abt Associates' qualifications under each of these topics in greater detail below.

Risk Evaluations

Thorough assessments of multimedia risk and risk screenings provide essential information for setting environmental priorities, both at a facility level for individual company goals and at a national level to focus public policy development. Abt Associates can provide expertise in both human health and ecological risk assessments. For example, we have evaluated the human health and ecological risks associated with a "cluster" of pesticides now used on field corn, and compared potential risk reductions resulting from regulatory options. Going beyond previous registration-related pesticide analyses, this new approach simultaneously considered all herbicides and insecticides in the cluster and applied a consistent methodology for predicting risks from each. Abt Associates has also assessed the risks posed by wastes from the pulp and paper industry, sludge disposal, MTBE use, drinking water and ground water contamination, air pollution, and pesticide residue in food; and developed indicators to track the impacts of multimedia pollutant releases from the Toxics Release Inventory (TRI). We performed one of the first non-U.S. comparative risk assessments, in Bangkok, Thailand, to set environmental priorities for that city.

Regulatory and Economic Analyses

Economic Impact Analyses (EIAs) examine the economic and financial changes resulting from regulatory or non-regulatory policies or programs. While a benefit-cost analysis is concerned with whether the overall benefits justify new program costs, an EIA focuses on the program's distributional effects and tries to answer questions of who gains and who loses from a policy and by how much. Impacts are typically analyzed for various affected groups that may include industries, governments, consumers, supplier, investors, and other stakeholders. Estimating benefits is another key component in evaluating any environmental initiative, program, or regulation consistently. One way to express the combined effect of multiple outcomes is to calculate and sum their values in monetary terms. Monetizing benefits also allows their comparison with the economic costs of a policy or program. Such regulatory and economic analysis underlies many of Abt Associates' projects. Using a wide variety of tools, including economic models, physical effects models, databases, and spreadsheets, our staff is capable of sophisticated analyses related to cost analyses, market analyses, and other science policy and economic analysis applications.

One example of our RIA and EIA experience is the TSCA Section 403 RIA and EIA. Under the Residential Lead-Based Paint Hazard Reduction Act of 1992, the Toxic Substances Control Act (TSCA) was amended, directing the U.S. Environmental Protection Agency (EPA) to undertake a number of regulatory, certification, and information dissemination actions relating to lead exposure reduction. Included among the requirements of these TSCA amendments is Section 403, Identification of Dangerous Levels of Lead, which requires the EPA Administrator to promulgate regulations that identify lead-based paint hazards, lead-contaminated dust, and lead-contaminated soil. Abt Associates Inc. is producing an Economic Impact Analysis (EIA) and a Regulatory Impact Analysis (RIA) of this rule for EPA. Both the EIA and the RIA present estimates of the economic

benefits and costs of avoiding the risks posed to children from lead in residential paint, soil, and dust. We draw upon our earlier work, which constructed analytical framework models to estimate (1) the benefits of different lead abatement regulations, (2) the process of exposure over time and resulting damages, and (3) the effectiveness of alternative abatement scenarios. A key component of the EIA is a model that calculates the net benefits of alterative hazard standards, assuming that interventions occur at the time of greatest benefit, i.e., just before a child is born into the housing unit. This analysis identifies the standards yielding the maximum net benefits. The RIA extends this analysis to incorporate likely behavior on the part of property owners, under the assumption that they will not necessarily perform interventions at the most efficient time.

Additional examples of the RIAs that Abt Associates has supported and/or drafted include:

(1) Economic and Benefits Analysis of Clean Water Act (CWA) Section 316(b) Regulation of Cooling Water Intakes

- Identified relevant subcategories for economic analyses
- Developed financial and economic screener and detailed industry questionnaires. Responsible for all aspects of administering and managing the financial/economic parts of the detailed questionnaires
- Developed detailed financial/economic profiles for the subject industries (Steam-electric utilities and non-utilities, and Paper and Allied Products, Chemicals and Allied Products, Petroleum and Coal Products, and Primary Metal Industries)
- Responsible for conducting all economic analyses, including analyses required under Small Business Regulatory Enforcement Fairness Act (SBREFA) and Unfunded Mandates Reform Act (UMRA)
- Studied effects of deregulation
- Project will culminate in the development the Economic Analysis (EA) report for the 316(b) regulation

(2) Economic Impact Assessment of the Effect of Effluent Limitations on the Pesticide Manufacturing and the Pesticide Formulating, Packaging, and Repackaging Industries

- Identified relevant subcategories for rules
- Developed and administered financial and economic industry questionnaires
- Developed detailed financial/economic profiles for the subject industries
- Conducted all economic analyses, including analyses required under the Regulatory Flexibility Act, required for the Economic Impact Analysis
- Project culminated in the development of proposed and final Economic Impact Analysis (EIA) reports for the Pesticide Manufacturing and the Pesticide Formulating, Packaging, and Repackaging Industries

(3) Technical and Regulatory Support for the Ground Water Rule

- Conducted the economic analyses necessary to promulgate the proposed ground water rule (GWR). These analyses include national compliance cost modeling, household affordability analysis, regulatory flexibility and SBREFA analyses, and modeling of both health and nonhealth benefits resulting from the rule.
- Developed the Ground Water Regulatory Analyses Tracking Model, or GREAT Model to allow EPA to see the distribution of compliance costs among drinking water systems in each system size/type category. The GREAT Model also included a module for modeling SBREFA and Regulatory Flexibility compliance.

(4) Regulatory Impact Analysis of the Supplemental Proposed Rule for Reporting Pollution Prevention Act Required Information and to Redesign Form R

- Estimated the costs and benefits to industry and government of expanding Form R to include the information required by the PPA, as well as the cost and benefits of issuing new guidance for the requirements of section 6607 of the PPA and of redesigning Form R.
- Estimated costs the regulated community will incur to become familiar with the new guidance and the redesigned form, to develop estimates for the source reduction and recycling data elements as well as the new data elements added in the form redesign, to complete Form R, and to keep records.
- Estimated costs EPA and states will incur to process the new source reduction and recycling data elements.

Design and Execute Surveys

Surveys can be used to collect economic, technical, organizational, and behavioral information to determine the possible effects of regulatory or non-regulatory policy options. They directly poll individual stakeholders in firms, industry groups, all levels of government, environmental groups, and the public, who may be affected by such policy options. Successful survey projects require expertise and experience in sample design, design of survey instruments, pretesting, survey organization and management, and survey data analysis. Sampling can range from the simplest random samples to extremely complex cluster and multisample designs. During our long history of designing effective samples that are both workable and that yield the data necessary to fulfill research objectives, Abt Associates has consistently met the challenge of balancing the statistics of pure research with the practical constraints of most projects. When designing survey instruments, we carefully check that items are unambiguous, unbiased, nonrepetitive, and properly sequenced, and that skip patterns are clear; and that answer categories are mutually exclusive and collectively exhaustive. Abt Associates has designed and administered surveys since the company's inception nearly 35 years ago. Our survey projects during that time have included designing large-scale national sample surveys and small, local surveys. We conducted

CDC's National Immunization Survey, the largest government funded survey to date. Our survey research experts team with our clients to select the most appropriate type of survey and sampling method; develop survey instruments to minimize the potential for bias; and administer the surveys cost-effectively from our state-of-the-art Survey Research Center; and then work with our statisticians to analyze the results. This rigorous and proven approach develops meaningful results that stand up to public scrutiny. Our Survey Research Center conducts more than one million interviews annually, and frequently employs a Computer-Assisted Telephone Interviewing (CATI) system. Our work has included all methodological aspects of sample surveys including construction of sampling frames, stratification, sample size determination, allocation, and sample selection. Abt Associates is also a leader in Web-based surveys, including the development of advanced encryption methodologies and related statistical analyses. Examples of the range and type of surveys that have been conducted by Abt Associates' Environmental Research Area follow:

- Evaluation of the Massachusetts Toxics Use Reduction Program (TURP) - Abt Associates conducted and analyzed a telephone survey of all firms reporting under TURP, to determine how firms have implemented toxics use reduction, assess whether program goals are being met, support a cost-benefit analysis of the program, and guide future program improvements.

- Pollution Prevention Motivation Survey - We designed this study to identify factors that affect businesses' environmental performance and pollution prevention strategy implementation. The study included a survey of business and product-line managers in randomly selected printing companies and large manufacturers.

- 1994 Office of Water Customer Satisfaction Survey - Abt Associates completed a customer satisfaction survey for EPA's Office of Water (OW). OW used the survey results to examine its grant management practices, operations, and regulations as they affect three grant programs. The evaluation included a survey of states to assess customer satisfaction and to identify potential program improvements.

- Toxic Release Inventory Non-Respondent Survey - Abt Associates conducted a survey of over 3,000 manufacturing facilities nationwide to determine compliance rates with reporting requirements under Section 313 of the Emergency Planning and Community Right-to-Know Act (EPCRA) and to assess reasons for non-compliance. We employed specialized interviewers with backgrounds in chemistry and chemical engineering.

Data Analysis

Numerous and diverse sources of data might be relevant for any given environmental project. Knowing the best information sources, having the expertise to access and manage this information, understanding its limitations and strengths, and being able to present it in a usable format are critical qualifications for supporting tasks related to collecting and analyzing environmental data. We are particularly adept at using multiple sources of information and information collection tools in unique and creative ways to solve problems. For example, in a Survey Evaluation of Industry Motivation for Pollution Prevention, Abt Associates interviewed hundreds of industrial facility managers to understand their motivations for improving their environmental performance. We then used Environmental Protection Agency (EPA) databases to link their individual responses to their facility's Toxics Release Inventory releases, facility characteristics, and compliance and enforcement records. In doing so, we were able to analyze the relationships among actual trends in environmental performance, inspections and enforcement actions, reported motivations for improved environmental performance, facility size, and industry sector.

Some projects require widespread data collection, but sometimes the only way to get accurate and independent information is through first-hand information-gathering at facilities. On-site visits can be invaluable in better understanding the drivers and barriers affecting a facility's or an industry's environmental performance. Abt Associates' on-site information collection has ranged from gathering performance, cost, and risk data on specific industrial processes at more than 100 facilities, to conducting interviews with construction contractors, designers, EPA management, and furniture and wall manufacturers involved with renovating EPA's offices using green building concepts.

Analyze Comments

In any forum where stakeholders are given an opportunity to submit comments, it is critical to establish a system that lets those commenting know that their input was considered in the process. Such a system leads to a balanced final decision, increased trust among participants, and improved acceptance of the final outcome. Additionally, systematic and meaningful consideration of comments can help avoid future adversarial relationships or litigation. Abt Associates has worked extensively on summarizing and analyzing public comments. For example, for the review of the standards for particulate matter and ozone, we summarized over 40,000 written public comments. To handle this unprecedented volume of comments effectively, we developed a sophisticated Windowsbased computer application known as CaRT (the Comments and Response Tracking system) to identify.and organize each issue raised in the comments. Our staff also reviewed all written comments and summarized each issue addressed. In so doing, we identified and classified issues on every aspect of the two standards. By using a database approach to organize the public comments, Abt Associates was able to produce separate final reports organized by topic, author, and specific rule. We also produced interim special reports and an analysis of the overall "for or against" positions of the commenters.

Prepare for Public Meetings

Abt Associates' experience assisting the EPA in a variety of public forums has given us the necessary skills to prepare information thoroughly and to deal effectively with potentially adversarial groups. One key component of a successful and productive meeting is a skilled facilitator who understands both the technical concepts and the motivators of different participants. For example, Abt Associates provided the meeting facilitator for a public hearing announcing the intended launch of an innovative project to provide public access to facility-level environmental information. We have provided similar public hearing support at various stages of several rulemaking efforts and critical stakeholder meetings to discuss pollution prevention strategies. Some of the facilitation involves meeting and working cooperatively with individuals and organizations interested in particular Agency activities and initiatives. We recently completed our support for a planning group, made of many different stakeholder groups, in a project dealing with completely revamping the permitting process for small printers.

International Environmental Planning Support

Abt Associates has provided environmental planning services to support specific development projects, as well as to support better environmental management by local and national governments. For example, we evaluated strategies for environmental institutional strengthening and legal reforms, use of economic incentives, and environmental actions as part of a project to protect the Río Grande de Tárcoles watershed. The resulting studies provide the basis for future planning of environmental activities in the region. Abt Associates also developed a multi-sectoral management plan for the Government of Nicaragua to improve human health, well-being and water quality in the southern watershed of Lake Managua. In India, we worked with local entities to develop improvement plans for urban waterways in two cities. We also developed an integrated environmental management strategy and implementation plan for Tegucigalpa, Honduras. This comprehensive environmental management strategy for the Municipality of Tegucigalpa addressed a broad range of environmental management issues, including (a) an institutional process for auditing municipal facilities, (b) requirements for environmental impact assessments (EIAs) and their specifications, (c) EIA preparation, (d) environmental standards and criteria from the EIA, and (e) monitoring. We developed a detailed action plan outlining activities, personnel, time-line, and budget for implementing the proposed strategy. The Government of Bolivia has recently contracted Abt Associates to design an environmental action plan for the oil and gas sector. This plan will include elements to address potential impacts on protected areas and indigenous populations, institutional roles at the national and local level, public participation, and geographic and other information systems.

Special Item Number (SIN) 899-7 (and 899-7 RC): Geographic Information Systems (GIS) Services
▪ Creation/enforcement of environmental legislation ▪ Cultural resource GIS ▪ Environmental cost assessment ▪ Environmental impact analyses ▪ Environmental regulatory compliance ▪ Groundwater monitoring ▪ Growth forecast modeling ▪ Habitat conservation plans, habitat modeling ▪ Image analysis support for emergency response ▪ Mapping and cartography and mashups ▪ Migration pattern analysis ▪ Natural resource planning ▪ Remote sensing for environmental studies ▪ Terrestrial, marine, and/or atmospheric measuring/management ▪ Vegetation mapping ▪ Watershed characterization for mitigation planning ▪ Internet and Software Applications

Much of the data involved in developing, analyzing, and enforcing EPA regulations have an inherent geographic component. Geographic information systems (GIS) have a unique ability to (1) display data based on their geographic elements, and (2) manipulate and analyze those elements according to the latest geographic and cartographic principles. Below, we describe our broad range of analyses using GIS.

Mapping and Cartography

GIS has the fundamental capability of displaying information graphically for clear presentation and interactive data exploration. A map can easily illustrate the physical associations among such disparate features as pollution point sources, affected water bodies or other impacted environmental features, and the population characteristics of the surrounding areas. Maps are also useful for quickly illustrating where and to what degree the economic impacts of proposed regulation will be felt, or where regulatory enforcement actions are concentrated and which areas need more attention. Additionally, GIS facilitates changes in categorization, symbolization, scale, and attributes displayed, allowing exploration of patterns that reveal themselves in the data. Abt Associates has produced report-quality maps for a wide range of projects. For example, our staff produced a series of maps illustrating the potential benefits of proposed Metal Products and Machinery regulations for affected water bodies. The maps depicted how facilities used in the analysis cluster geographically around specific water bodies, the proximity of facilities to water-related recreational sites, and how water bodies that would benefit from the proposed regulation

are situated in areas of high population. These maps were designed using the latest cartographic principles for inclusion in the report delivered to EPA.

Spatial Modeling

The science of geography has developed many tools that are implemented by or that make use of GIS technology, and which may be applied to a considerable number of EPA analyses. Spatial statistics have been developed that measure such things as spatial clustering and the degree of spatial association among features of interest. Kriging and other interpolation methods are available to produce continuous surface models for a wide range of applications. Kriging is a sophisticated spatial interpolation method that fills in the "missing" values of a continuous surface (like a contour map) from a collection of individual data points. The method estimates the value at any unsampled point using a weighted linear combination of the available data that minimizes the mean residual error, and is distinguished from other linear interpolation methods (i.e,. most methods) because it also minimizes the error variance. Distance decay models can be developed on a case-by-case basis to measure pollution point source impacts or other range-of influence-types of effects. Attribute values can be assigned to one set of features based on their proximity to another set that has the desired information, and distance variables can be created based on the measure of that proximity.

Abt Associates staff members are utilizing these capabilities to allocate the impacts of groundwater contaminated with MTBE to the attributable sources for EPA's Office of Pollution Prevention and Toxics. MTBE is a chemical compound used as a fuel additive in gasoline to meet the Reformulated Gasoline (RFG) requirements of the Clean Air Act. MTBE dissolves and spreads in the groundwater more easily than other components of gasoline, however; does not degrade easily; and is difficult and costly to remove from groundwater. We are developing stochastic spatial models relating MBTE groundwater contamination levels; drinking water point sources, such as wells and water treatment facilities; and possible contamination sources in the form of above-ground and underground gasoline storage tanks.

Site Selection

GIS spatial modeling functions are particularly well suited for analyses involving characterizing and identifying desirable locations for a range of activities. The decision process used to select potential locations typically involves the consideration of many different criteria. GIS have the unique ability to analyze all the factors under consideration in terms of their geographic references; that is, how they vary over space and what their values are at any given point. Additionally, GIS can measure and compare the degrees of access to individual locations by a site's potential users. Our staff members have used this type of information to build complex spatial models to identify such things as ecological zoning restrictions for potential sites of hydrocarbon development in Central America.

Spatial Decision Support Systems

GIS form is the most critical components of an effective spatial decision support system (SDSS). GIS support the spatially-sensitive integration of biophysical and economic modeling. As flexible analysis tools, SDSSs, integrate software for accessing, retrieving, and generating reports on simulation and decision models and database information. Policy and cost-benefit analysis, spatial sensitivity, and alternative testing can be achieved using GIS in an SDSS environment. For example, Abt Associates staff members have used SDSS for watershed assessment, management, and policy evaluation. They assessed least-cost effective nonpoint source pollution control strategies in terms of equity, effectiveness, and policy adoption risk. We are in the process of upgrading a watershed SDSS used for prior projects.

Web-based GIS Applications

More and more spatial information is becoming available on the World Wide Web each day. Government agencies, advocacy groups, and other sectors are implementing Web-based GIS applications to assimilate and display information conveniently and efficiently online. Maps are often a more useful method for distributing information to users than are tables and graphs. Abt Associates staff has experience developing Web pages that are integrated with GIS for environmental problem solving, data manipulation, and displaying various environmental and human health impacts.

GSA Schedule Price List -- GS-10F-0146L

The labor rates for SINs 899-1, 899-1 RC, 899-7, and 899-7 RC are listed below by labor category and contract period.

	OPTION PERIOD 2				
	Year 11	**Year 12**	**Year 13**	**Year 14**	**Year 15**
Labor Category Number & Title	**1/29/2011 thru 1/28/2012**	**1/29/2012 thru 1/28/2013**	**1/29/2013 thru 1/28/2014**	**1/29/2014 thru 1/28/2015**	**1/29/2015 thru 1/28/2016**
1 Principal Environmental Specialist	$246.65	$254.79	$263.20	$271.88	$280.86
2 Senior Environmental Specialist	$160.39	$165.68	$171.15	$176.80	$182.63
3 Environmental Specialist	$130.00	$134.29	$138.72	$143.30	$148.03
4 Senior Environmental Analyst	$110.83	$114.49	$118.27	$122.17	$126.20
5 Environmental Analyst	$85.66	$88.49	$91.41	$94.42	$97.54
6 Associate Environmental Analyst	$74.47	$76.93	$79.47	$82.09	$84.80
7 Environmental Research Assistant	$58.68	$60.62	$62.62	$64.68	$66.82
8 Lead Environmental Programmer	$183.53	$189.59	$195.85	$202.31	$208.99
9 Senior Environmental Programmer	$103.73	$107.15	$110.69	$114.34	$118.12
10 Environmental Programmer	$96.58	$99.76	$103.06	$106.46	$109.97
11 Associate Environmental Programmer	$74.92	$77.39	$79.95	$82.59	$85.31
12 Contract Administrator Specialist	$125.33	$129.46	$133.74	$138.15	$142.71
13 Administrative Specialist*	$65.00	$67.15	$69.36	$71.65	$74.01

SCA Matrix

The Service Contract Act (SCA) is applicable to this contract and includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should work be performed in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

SCA Eligible Contract Labor Category	SCA Equivalent Code	WD Number
Administrative Specialist	**01020 - Administrative Assistant**	WD 2005-2441, Rev. 13, Washington, DC

Labor Category Descriptions

Summary Description for Labor Category	Required Education and Experience
Principal Environmental Specialist Highest level of proven technical expertise and sought out as an expert within and outside the Company. Oversees and manages particularly complex and large projects with primary responsibility for client relations and may act as technical and quality reviewer on large and complex projects. May also serve as a lead technical design expert on projects. Oversee policies and protocols to carry out research by providing technical guidance to less senior staff through the application of advanced techniques, concepts and methods related to a particular field of specialization. Establish and oversee technical protocols and procedures to carry out research by providing guidance to less senior staff through the application of advanced techniques, concepts and methods within a particular field of specialization. Collaborate with peers in other Divisions of the Company to identify new research approaches.	A minimum of MA/MBA (15+) years of experience OR PhD (10 – 15) years of experience OR the equivalent combination of education and experience. In cases of internal promotion, an exception may be made to the minimum requirements based on company needs and the proven ability of the incumbent to perform the key roles and responsibilities of this position.
Senior Environmental Specialist Direct and manage complex components of large projects or series of smaller projects with responsibility for budget management, project deliverables, client relations, and staff supervision or with responsibility for the application of advanced methods and techniques in a particular field of specialization. Set priorities to ensure the completion of	A minimum of MA/MBA (13 – 15) years of experience OR PhD (8 – 10) years of experience OR the equivalent combination of education and experience. In cases of internal promotion, an exception may be made to the minimum requirements based on company needs

projects in an accurate, timely and cost efficient manner. Direct and establish policies and protocols to carry out research and provide technical guidance to less senior staff through application of advanced techniques, concepts, and methods related to a particular field of specialization. Direct and serve as the subject-matter expert in the preparation of complex statistical and methodological reports and findings with responsibility as the senior technical writer. Serve as the primary reviewer of the analytical and technical writing of less senior staff. Maintain an industry presence as a subject-matter resource by publishing regularly in peer reviewed journals and/or by presenting at annual conferences and meetings. Collaborate with peers in other Divisions of the Company to identify new research approaches.	and the proven ability of the incumbent to perform the key roles and responsibilities of this position.
Environmental Specialist Lead and coordinate components of large projects or series of smaller projects with responsibility for budget management, project deliverables, client relations, and staff supervision or with responsibility for the application of advanced methods and techniques in a particular field of specialization. Set priorities to ensure the completion of projects in an accurate, timely and cost efficient manner. Review the work and provide technical guidance to less senior staff. Serve as a resource capable of applying advanced techniques, concepts, and methods related to a particular field of specialization. Serve as a scientific/technical resource in a particular field of specialization and supervise less senior staff in application of quantitative and qualitative analysis, techniques, and methods. Collaborate with applications programming staff to design and develop questionnaires, instruments, and databases for data collection. Exercise initiative and lead the preparation and review of project reports and findings. Review applications, data sets and models for anomalies to ensure accuracy. Establish an industry presence as a subject-matter expert by publishing in peer-reviewed journals and/or by presenting at annual conferences and meetings.	A minimum of MA/MBA (7 – 10) years of experience OR PhD (4 – 6) years of experience OR the equivalent combination of education and experience. In cases of internal promotion, an exception may be made to the minimum requirements based on company needs and the proven ability of the incumbent to perform the key roles and responsibilities of this position.
Senior Environmental Analyst Apply general and specialized knowledge of principles, concepts and business operations in the field(s) of specialization. Using independent judgment and discretion apply standard and non-standard quantitative and/or qualitative methods and techniques. Draft and manage the implementation of procedures for data collection, manipulation and analysis during all project phases. May participate in the establishment of new or revised systems, policies or methods. Exercise initiative to resolve complex non-routine matters. Implement and manage project schedules, plans, goals and budgets under the indirect supervision of more senior staff. Independently analyze	BA (6 – 8) years of experience OR MA/MBA (3) years of experience OR PhD (Entry Level) OR the equivalent combination of education and experience. In cases of internal promotion, an exception may be made to the minimum requirements based on company needs and the proven ability of the incumbent to perform the key roles and responsibilities of this position.

issues to reconcile and resolve problems. Apply knowledge and experience of general operations, systems, and project procedures. Establish an industry presence as a subject-matter expert by publishing in peer-reviewed journals and/or by presenting at annual conferences and meetings. Review project reports and findings. Review applications, data sets and models for anomalies to ensure accuracy.	
Environmental Analyst Applies general and specialized knowledge of principles, concepts and business operations in the field(s) of specialization. Using independent judgment and discretion applies standard and non-standard quantitative and/or qualitative methods and techniques. Applies knowledge of resources to review professional journals and publications to extract and summarize relevant information for proposals and research projects. Uses internet-based search techniques to expand knowledge of subject matter, resources and available tools. Summarizes findings for review and takes initiative on collaborations with client and project team. Exercises initiative to refer complex non-routine matters. Coordinates information for review to ensure adherence to schedule, plans, goals and budgets. Independently analyzes issues to reconcile and resolve problems. Applies knowledge and experience of general operations, systems, and project procedures and in depth knowledge of subject matter. May assist with the development or recommendation of new procedures. Under indirect to general supervision, collaborates with clients by telephone or in person to survey, solicit or collect information or to direct interviews. Implements procedures for data collection, manipulation and analysis during all project phases. May participate in the establishment of new or revised systems, policies or methods. Applies knowledge of intermediate level computer-based word processing, applications, spreadsheets and database applications. May apply statistical programming applications such as SAS, SPSS or other specialized applications. May validate data and/or perform statistical modeling and forecasting and trend analysis using creative judgment on assignments of moderate complexity. Develops charts, graphs and presentations applying intermediate level application skills. May assist on high impact and complex projects. May manage project components, delegating and reviewing work for accuracy, and quality. Keeps abreast of trends and developments in related fields.	BA (3 – 5) years of experience OR MA/MBA (Entry Level) years of experience OR the equivalent combination of education and experience. In cases of internal promotion, an exception may be made to the minimum requirements based on company needs and the proven ability of the incumbent to perform the key roles and responsibilities of this position.

Associate Environmental Analyst Assists experienced professionals in a variety of research and analysis tasks by independently collecting, compiling, checking and analyzing data using standard practices and techniques in the field(s) of specialization. Under direction, may perform computer modeling, simulation or simple forecasting using standard software packages. Applies specialized quantitative and/or qualitative analysis techniques and methods. Works on assignments that are simple to moderately complex under direct supervision.	BS/BA, (1 – 2) years of experience OR the equivalent combination of education and experience. In cases of internal promotion, an exception may be made to the minimum requirements based on company needs and the proven ability of the incumbent to perform the key roles and responsibilities of this position.
Environmental Research Assistant Assists experienced professionals in a variety of research and analysis tasks by collecting, compiling and checking data using standard practices and techniques in the field(s) of specialization. Under close supervision, may perform computer modeling, simulation or simple forecasting using standard software packages. Learns to apply specialized quantitative and/or qualitative analysis techniques and methods. Works on assignments that are simple to moderately complex under close supervision, implementing standard policies and procedures.	This is an entry level position requiring quantitative, writing and/or research competencies and skills. Strong academic record required.
Lead Environmental Programmer Manages programming/computer support for areas and/or a series of projects. Provides management and technical support to senior programmers and other research staff in support of contracts or corporate functions. Special skills: Multiple programming languages, SAS, SPSS, Cobol, Fortran, QSL. Multiple IBM utilities, JCL, Syncsort. Multiple system platforms ex: IBM mainframe, UNIX servers and workstations, Novel files servers and PC. WindowsNT Database design and database applications (Access) CATI. Highly proficient in software packages necessary for the completion of our work. Skilled in all aspects of data processing management.	Masters degree. 10 years of experience OR the equivalent combination of education and experience.
Senior Environmental Programmer Provides management leadership and technical support to programming staff. Works independently, under general supervision. Manages data processing tasks and staff, budgets and conducts client briefings. Works independently to design solutions to analytic or data management problems, select the most appropriate and efficient programming tool and system platform. Demonstrated ability to solve difficult technical problems and to provide technical support to other programmers.	Typically has an advanced degree or equivalent experience. Depending upon the extent of academic credentials, a minimum of six years of relevant experience is required. Highly proficient in more than one application package such as SAS, SPSS, FOXPRO, Clipper, or a CATI Scripting Tool and at least one programming language such as Cobol, C, Fortran PL/1, Pascal, or SQL Oracle. Works on multiple system platforms.
Environmental Programmer Provide programming and technical support to Area research and survey projects. Develop moderately complex programs that enable the control, manipulation and analysis	BA/BS, typically has an undergraduate degree with a minimum of two years' experience.

of data. Special skills: Multiple programming languages, SAS, SPSS, Cobol, Fortran, QSL. Multiple IBM utilities, JCL, Syncsort. Multiple system platforms ex: IBM mainframe, UNIX and PC. WindowsNT. Database design and database applications (Access) . CATI	
Associate Environmental Programmer Provide programming and technical support to area search and survey projects. Develop routine programs that enable the control, manipulation and analysis of data. Special Skills: Multiple programming languages, SAS, SPSS, Cobol, Fortran, QSL, Multiple IBM utilities, JCL, Syncsort. Multiple system platforms, Ex: IBM mainframe, UNIX and PC. Window NT. Database design and database applications (Access) CATI.	BA/BA 0-1 years of experience OR the equivalent combination of education and experience.
Contract Administrator Specialist Responsible for the administration of contracts and subcontracts; narrowly involved in the definition of new contracts; meet with client's contracting officers to discuss project issues or modifications to contracts; maintain ongoing day to day interaction with subcontractors, grantee organizations and vendors regarding task assignments, billing questions etc. Responsible for the creation of sub contracts (including negotiations, description, compliance to all US Government, other US legal and local contractual requirements), or works narrowly with Contract Ops to create sub contracts; fully responsible for vendor and consultant contracts; work with Contract Ops when any issue arises and to create new and modifications to (sub) contract. Define and develop contract management procedures for specific contracts; inform and train Abt project employees and contractors on contractual procedures. Assure compliance with Abt Associates, client, local and other legal administrative requirements and regulations; ensure timely completion of project deliverables; perform project and field audits to control compliance and create audit reports. Responsible for correct financial reporting to client and AAM / AM. Oversee projection, backlog, rates of expenditures, workload assignments, burn rates and levels of financial support to the contract technical activities. Review and finalize data measurements of financial performance. Prepare monthly (regular) progress reports for client as required by contract. Monthly reporting and financial analysis.	BA/BS and (10) years of experience OR the equivalent combination of education and experience. In cases of internal promotion, an exception may be made to the minimum requirements based on company needs and the proven ability of the incumbent to perform the key roles and responsibilities of this position.
Administrative Specialist Maintain contract files and work with PDs and accounting. May monitor contract budgets and track contractual	(5 – 6) years of administrative project support experience OR the equivalent combination of education and experience.

documents, including unbilled revenue, and accounts receivable. Develop and maintain various databases. Produce correspondence and documents, either generated by others or composed on own under minimal direction. Coordinate domestic travel arrangements, and assist with expense reports.	In cases of internal promotion, an exception may be made to the minimum requirements based on company needs and the proven ability of the incumbent to perform the key roles and responsibilities of this position.